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ABSTRACT

The Commission on Human Rights enforces the South Dakota Human Relations Act of 1972 which prohibits discrimination because of race, color, creed, religion, sex, national origin or ancestry in employment, labor unions, housing, property rights, education, public accomodations and public services in the state. The purpose of this paper was to draw together statistical data on women and minorities in areas such as labor force, education, income and occupations. The Commission plans to utilize it for a variety of purposes. Primary among these is to identify those practices which have a disparate effect on a particular group. The data will be used also in the educational forum. The Commission is attempting to give more attention to work directed at halting discriminatory practices prior to the filing of a formal complaint. Further it can be used to disprove some myths about women and Indians. Several agencies and departments of state government were contacted to compile this data. The most useful, despite the under reporting of minorities, proved to be the reports of the Bureau of the Census. The Bureau of Indian Affairs was very helpful in gathering data for Indians on/near the reservations. Department of Commerce, Manpower reports and Employment Security material among other statistical charts were also reviewed. (Author/JM)

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WHERE WE'RE AT. . .

Statistical Report on the Status of Minorities and Women in South Dakota

By Mary Ellen McEldowney
Student Intern
Division of Human Rights
Department of Commerce and Consumer Affairs
State of South Dakota

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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August 20, 1973

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by Mary Ellen McEldowney

This project was carried out under cooperative sponsorship of the following organizations:

State Commission on Human Rights, Pierre, South Dakota.

Equal Employment Opportunity Commission, Office of State and Community Affairs, Washington, D.C.

Resource Development Internship Project, Midwestern Advisory Committee on Higher Education, The Council of State Governments.

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August, 1973

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Midwestern Advisory Committee on Higher Education
The Council of State Governments

FOREWORD

This report is the work of a college student serving as a Resource Development Intern with a host organization in one of the midwestern states. With the guidance and assistance of agency officials, experienced specialists in his field, university faculty members, and local citizens, the intern has carried out a professional project chosen by the host organization. Equally important, the intern has gained practical experience and professional maturity by honing technical skills learned in college against the hard problems of reality. He has had an opportunity to apply part of what he learned in the classroom to the practical needs – human, social, and economic – of the region in which he served.

To become a Resource Development Intern, a student must have completed at least two years of college work in which he has demonstrated basic technical skill, academic achievement, writing ability, personal maturity, and the capacity and motivation for independent work. Interns must be citizens of the U. S. and must devote full time to their project during the internship. Nominations come from educational institutions, individual faculty members, and from prospective interns themselves. Final selection is made by the host organization, subject to approval and official designation by the Resource Development Internship Project.

Each intern is guided by a project advisory committee, usually consisting of representatives of the host organization, a faculty advisor, and a technical advisor with related experience. This committee helps define project objectives and suggests methods of approach at the start of the project; but the intern plans and carries out the project with a minimum of supervision and direction.

The final step in each project is preparation of a report organizing the findings of the project. The report is written for use by the host organization and must meet normal standards of acceptable professional quality.

The mission of the Resource Development Internship Project is to organize and encourage professional internships in the development of human, social, and economic resources in order to provide practical training and experience to the interns and useful public service to the areas and organizations in which they serve. Funds for the on-going administration of the program are provided by the Office of Economic Research, Economic Development Administration, U. S. Department of Commerce. The program is carried out under the auspices of the Midwestern Advisory Committee on Higher Education, The Council of State Governments. Part of the cost of each project is paid by the host organization.

Further information about the program is available from the project staff at the location given above.

D. Jeanne Patterson, D.B.A.
Project Director

ACKNOWLEDGEMENTS

I would like to thank the staff of the Division of Human Rights -- especially the Director, Mary Lynn Myers -- for making this internship an invaluable educational experience as well as demonstrating the efficiency and effectiveness of an egalitarian office staff.

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INTRODUCTION

The Commission on Human Rights enforces the South Dakota Human Relations Act of 1972 which prohibits discrimination because of race, color, creed, religion, sex, national origin or ancestry in employment, labor unions, housing, property rights, education, public accomodations and public services in the state. The Commission operates under the principle that while it is extremely difficult, in some cases impossible, to change attitudes, the law does provide a vehicle to alter people's behavior in spite of their individual prejudices.

The object of the intern project was to draw together statistical data on women and minorities in areas such as labor force, education, income and occupations. Once this data is available in one report, the Commission plans to utilize it for a variety of purposes.

Primary among these is to identify those practices which have a disparate effect on a particular group. When women are 40% of the labor force in a particular county and the recruitment area has an Indian population of 8%, an employer, of any size, found to have no women outside of support staff and no Indians at all, will be subject to a complaint initiated by the Commission.

It has taken some time for the U. S. Supreme Court to get to this point in civil rights litigation. Early civil rights law attempted to bring about change via persuasion. Discrimination was defined by a leading authority as late as 1967 as "an equivocal act accompanied

and inspired by a mental element of prejudice. It is the motive that distinguishes the (prohibited) act. Not the act itself". Bonfield, "The Substance of American Fair Employment Practices Legislation". 61 NW. L. Rev. 907, 956-57 (1967). This attitude made change a difficult task at best.

The next stage in the late sixties was concerned with showing unequal treatment of persons of different races. The problem here was that demonstrating such inequality required that diverse authorities from various fields of law must be related through extensive arguments. All in all, a difficult proof question, to say nothing of the time involved.

Finally, in 1971, the United States Supreme Court ruled in Griggs v. Duke Power Co., 401 U.S. 424 (1971), that a "good intent or absence of discriminatory intent does not redeem employment procedures or testing mechanisms that operate as 'built-in headwinds' for minority groups and are unrelated to measuring job capability". Chief Justice Berger emphatically stated that the Court will look to the effect of a practice, no longer to the intent. The Griggs Court held that requiring a high school diploma had a disparate effect on educationally disadvantaged, particularly, Negroes; consequently it must be banned unless it could be validated. Validated in this sense means "job-related". Tests must "measure the person for the job and not the person in the abstract".

The use of statistics for investigatory purposes and affirmative action efforts is sharply distinguishable from the use of statistics in determining quotas. The Commission on Human Rights is not in the business of setting quotas. Quite the contrary, selecting a woman or an Indian because of his or her sex or national origin disregarding qualifications for the job in question would be grounds for some other

applicant to file a complaint with the Commission charging sex or race discrimination.

However, the Commission strongly supports the adoption of Affirmative Action programs to eliminate the discriminatory effects of past practices. The leading court authority on this subject is Carter v. Gallagher, 452 F 2d. 315 (8th Cir.), cert denied, 406 U. S. 950 (1972) which approved the setting of a ratio of one minority out of every three firefighters hired until at least 20 qualified minorities were employed. Precedent cited for this was Swann v. Charlotte-Mecklenburg Board of Education, 402 U. S. 1, 25 (1971) reh den 403 U.S. 912 (1971) where the Court held that the use of mathematical ratios as a "starting point in the process of shaping a constitutional remedy was within the equitable remedial" powers of the District Court.

Further, Carter noted that because the past discriminatory hiring practices of the Minneapolis Fire Department were well known in the minority community, members of this group would still be reluctant to apply. In any case, such a hiring ratio does not constitute a quota system because as soon as the trial court's order has been fully implemented, all hiring will be on a racially nondiscriminatory basis.

The data will also be used in the educational forum. The Commission is attempting to give more attention to work directed at halting discriminatory practices prior to the filing of a formal complaint. Statistical data can be utilized initially to show people the seriousness of the problem. It's not funny that median earnings for full time employed women are only 53.5% of that for full time employed men.

Further, it can be used to disprove some of the myths about women and Indians. For instance, "All Indians are lazy and don't want to work;

there are plenty of jobs if they would just apply". The 1970 census shows that 20% of the Indian labor force in South Dakota, actively seeking employment within the month prior to reporting, were unable to find work. (The overall unemployment rate was 3.7%) Appalling as this figure is, it is considered a conservative estimate because it doesn't reflect those who have been out of work for so long that they have given up looking. Secondly, the Bureau of Census admits to at least a 5% under reporting of minorities generally because of their cultural reluctance to fill out bureaucratic forms. (This is a problem in trying to draw any conclusions regarding Indians.) Secondly there is a wide variance in what different people and organizations cite as South Dakota's Indian population. While researching this report, the only thing everyone agreed to was that the Census figure, 32,365 was low. Estimates of what it really is varied from 45,000 to 60,000.

Another interesting fact disclosed by this research is the number of working mothers. The often stated belief that women are not good career prospects because jobs outside of the home are only secondary to their main role of childrearing is not supported by the charts. The percentage of husband-wife families where both parties are in the labor force is not significantly affected by whether they have 6-18 years old children or not.

Part of the mandate from the Legislature to the Commission was "to investigate and study the existence, character, causes and extent of discrimination" in the various areas. One table of particular relevance defines educational data in terms of race and sex. One of the most basic obstacles to Indians rising above generation after generation of poverty is the deplorable state of literacy among them as a class. The median years of school completed by a South Dakota Indian is only 9.4. While

the figure for Whites is 12.1; Indians throughout the country complete a median of 9.8 years. Fully 45% of South Dakota Indians do not even begin high school as compared with 33.5% of the whites.

Comparing data by sex demonstrates that women are more likely to finish high school and go on to college than men. 56.1% of those having four years of high school and 66% of those with 1-3 years of college are women. It is distressing, to say the least, to compare educational level by the sexes to income. A woman must have four years of high school or more to compete economically with a man who has less than five years of formal education. Men who have not completed high school have median incomes of only $68 less than women with four years of college.

These brief examples are meant merely to introduce the reader to the kind of information contained in the following tables and maps. It is not the intent of the writer nor is it the goal of the Commission to point a finger of blame at any one individual or group. Rather, the writer hopes that the reader will be able to objectively assess what positive steps he/she can take to reverse the cultural patterns which have operated in the past to pre-judge all members of a class (racial and sexual) by the actions and desires of isolated individuals.

SOURCES OF DATA

Several agencies and departments of state government have been contacted to compile this data. The most useful, despite the under reporting of minorities, proved to be the reports of the Bureau of the Census, PC(1)-B, C, and D43, South Dakota and PC(2)-1F American Indians.

The Bureau of Indian Affairs (BIA) was very helpful in gathering data for Indians on/near the reservations. The problem with using BIA data is that their statistics are not directly comparable to those put together by any other organization, including the Census.

Department of Commerce, Manpower reports and Employment Security material among other statistical charts were also reviewed for background purposes.

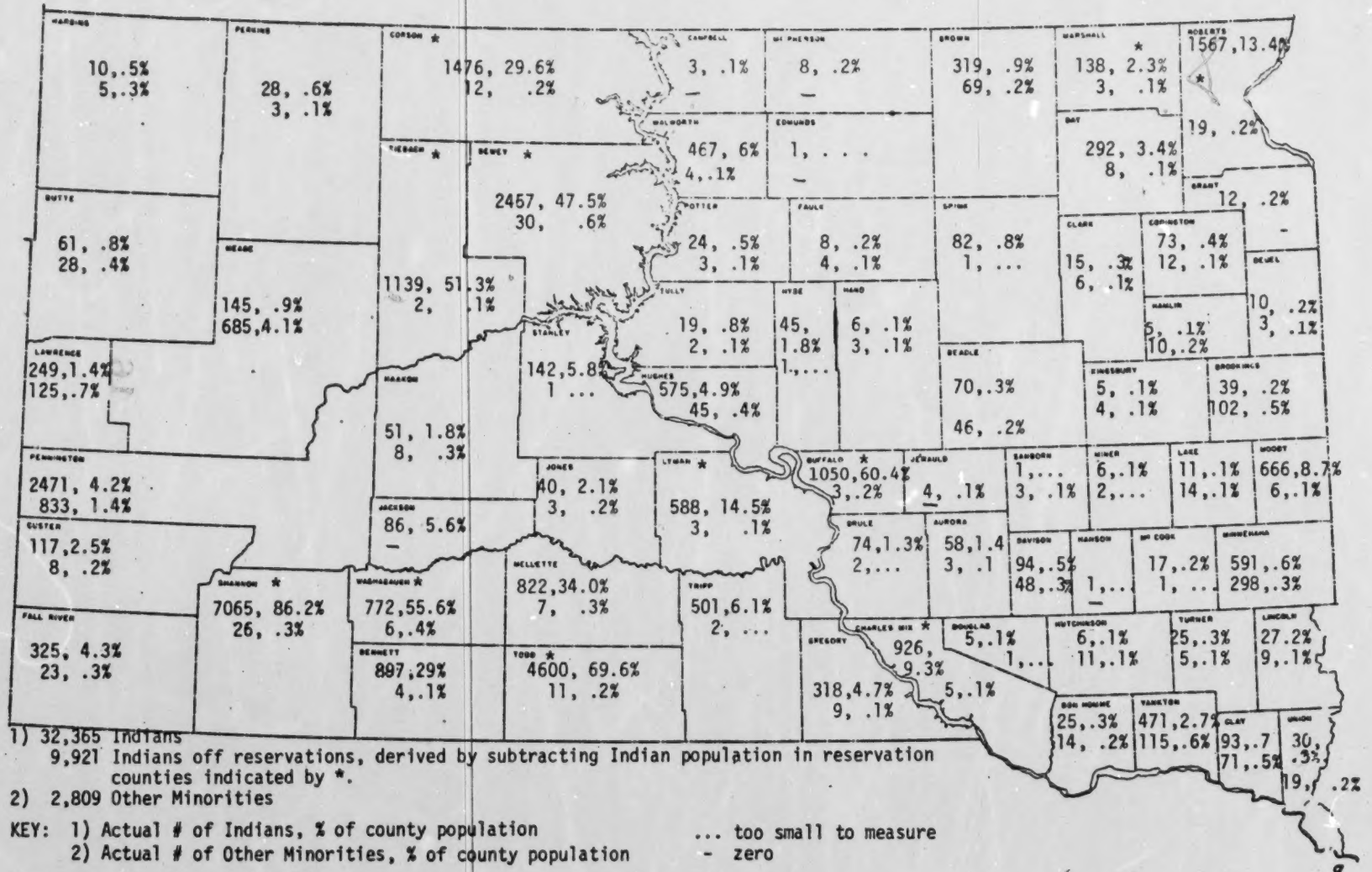
RACE AND SEX COMPOSITION OF STATE

ALL RACES	MALES	FEMALES
665,507*	330,033	335,474
100.0%	49.6%	50.4%
WHITES		
630,333	312,588	317,745
94.7	47.0	47.7
INDIANS		
32,365	15,876	16,489
4.9	2.4	2.5
BLACKS		
1,627	994	633
.2	.1	.1
OTHER		
1,182	575	607
.2	.1	.1

*This figure has been adjusted to 666,257 but no race and sex breakdowns were provided for this upward adjustment.

Table 17 PC(1)- B43 South Dakota, 100% count

INDIAN AND OTHER MINORITY POPULATION AS % OF COUNTY POPULATION



1) 32,365 Indians
9,921 Indians off reservations, derived by subtracting Indian population in reservation counties indicated by *.
2) 2,809 Other Minorities

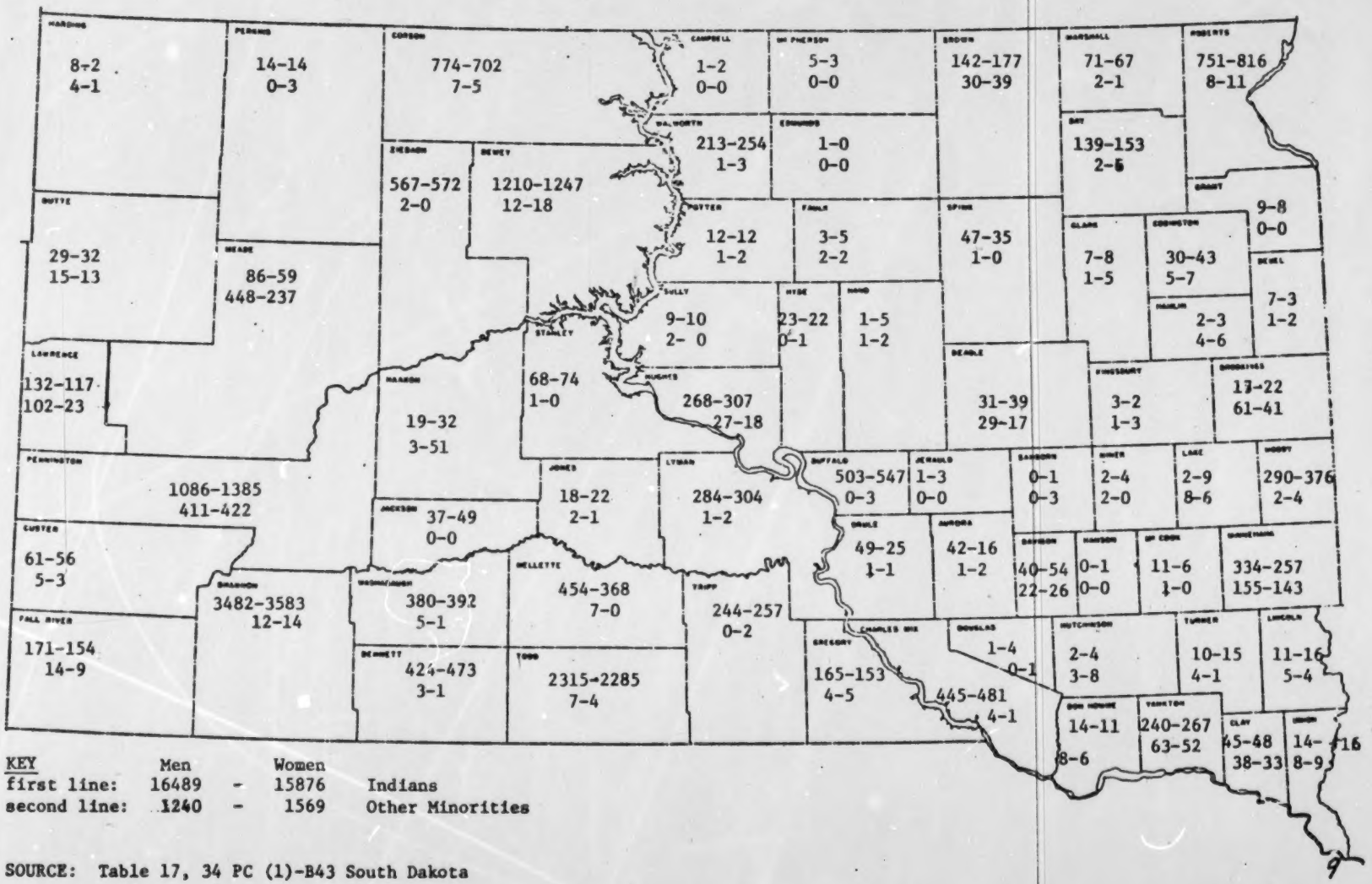
KEY: 1) Actual # of Indians, % of county population
2) Actual # of Other Minorities, % of county population

... too small to measure
- zero

SOURCE: Table 17, 34 PC (1)-B43 South Dakota

8

INDIANS AND OTHER MINORITIES BY SEX



KEY	Men	-	Women	
first line:	16489	-	15876	Indians
second line:	1240	-	1569	Other Minorities

SOURCE: Table 17, 34 PC (1)-B43 South Dakota

EDUCATION

One observation readily apparent from education tables is that requiring a high school diploma has a disparate effect on Indians as the median years of school completed for those Indians 25 and over is only 9.4. It is encouraging to note that the level of education does seem to be improving. Census Report just released detailing characteristics of the American Indian, discloses that the male Indian 16 and over now has a median grade completed of 9.7 and the female has completed 10.1.

Statewide, 33.9% of the population has not gone to high school; 46.6% of the Indian population has not gone beyond elementary school.

It is safe to conclude from this data that the current earning and professional occupations gap between men and women is not because of the latter lacking educational background. Women are more likely than men to have four years of high school. Women compose two-thirds of the population who have one to three years of college.

The fact that women drop out of college prior to taking a degree and that far fewer go on to do postgraduate work may, in part, reflect societal values about the proper place of women.

EDUCATION BY RACE AND SEX

	ALL RACES				WHITES				INDIANS & OTHERS*				BLACKS			
	Total	%Total	%M	%F	TOTAL	%TOTAL	%M	%F	TOTAL	% T	%M	%F	TOTAL	%T	%M	%F
Population 25 +	349497	100.0	48.6%	51.4%	337278	96.5%	46.9%	49.6%	11579	3.3	1.6	1.7	640	.2	.1	.1
no school	2052	.6	48.4	51.6	1864	.5	46.8	53.2	182	.1	63.2	36.8	6	..	100.	0
no high school	116308	33.3	57.2	42.8	111092	31.8	57.5	42.5	5108	1.5	50.1	49.9	108	..	63.9	36.1
1-3 years high school	44729	12.8	47.0	53.0	41563	11.9	47.3	52.7	3044	.9	42.5	57.5	122	..	54.9	45.1
4 years high school	108908	31.2	43.9	56.1	106436	30.5	43.9	56.1	2213	.6	44.5	55.5	259	.1	54.1	45.9
1-3 years college	47457	13.6	34.	66.	46692	13.4	33.8	66.2	687	.2	47.5	52.5	78	..	67.9	32.1
4 years college	18647	5.3	47.5	52.5	18439	5.3	47.5	52.5	173	..	50.3	49.7	35	..	60.	40.
5 years college/more	11396	3.3	74.4	25.6	11192	3.2	74.6	25.4	172	..	64.	36.	32	..	53.1	46.9
Males 25 +	169873	48.6	100.0		164024	46.9	100.0		5476	1.6	100.0		373	.1	100.0	
no school	993	.3	.6		872	.2	.5		115	...	2.1		6	..	1.6	
no high school	66527	19.	39.2		63898	18.3	39.0		2560	.7	46.7		69	..	18.5	
1-3 year high school	21021	6.	12.4		19661	5.6	12.0		1293	.4	23.6		67	..	18.0	
4 years high school	47836	13.7	28.2		46711	13.4	28.5		985	.3	18.0		140	..	37.5	
1-3 years college	16153	4.6	9.5		15774	4.5	9.6		326	.1	6.0		53	..	14.2	
4 years college	8862	2.5	5.2		8754	2.5	5.3		87	...	1.6		21	..	5.6	
5 years college/more	8481	2.4	5.0		8354	2.4	5.1		110	...	2.0		17	..	4.6	
median school completed	11.5				11.6				--	--			12.3			
Females 25 +	179624	51.4		100.0	173254	49.6		100.0	6103	1.7		100.0	267	.1		100.0
no school	1059	.3		.6	992	.3		.6	67	...		1.1	---	--		--
no high school	49781	14.2		27.7	47194	13.5		27.2	2548	.7		41.7	39	..		14.6
1-3 years high school	23708	6.8		13.2	21902	6.3		12.6	1751	.5		28.7	55	..		20.6
4 years high school	61072	17.5		34.0	59725	17.1		34.5	1228	.4		20.1	119	..		44.6
1-3 years college	31304	9.0		17.4	30918	8.8		17.8	361	.1		5.9	25	..		9.4
4 years college	9785	2.8		5.4	9685	2.8		5.6	86	...		1.4	14	..		5.2
5 years college /more	2915	..8		1.6	2838	.8		1.6	62	...		1.0	15	..		5.6
med. school completed	12.2				12.3								12.3			

Median School Years Completed by Race

Whites - 12.1 (Table 46, PC(1) - C43, South Dakota)

Indians - 9.4 (Table 3, PC(2) - 1F, American Indian)

Sources: Table 46,51 and 73,PC(1)-C43, South Dakota
Table 3, PC(2)-1F, American Indian

Age chart shows that all but 612 of this group is Indian. These figures were derived by subtracting white and black from the total since the census doesn't break down education data for those 25 and over by sex.

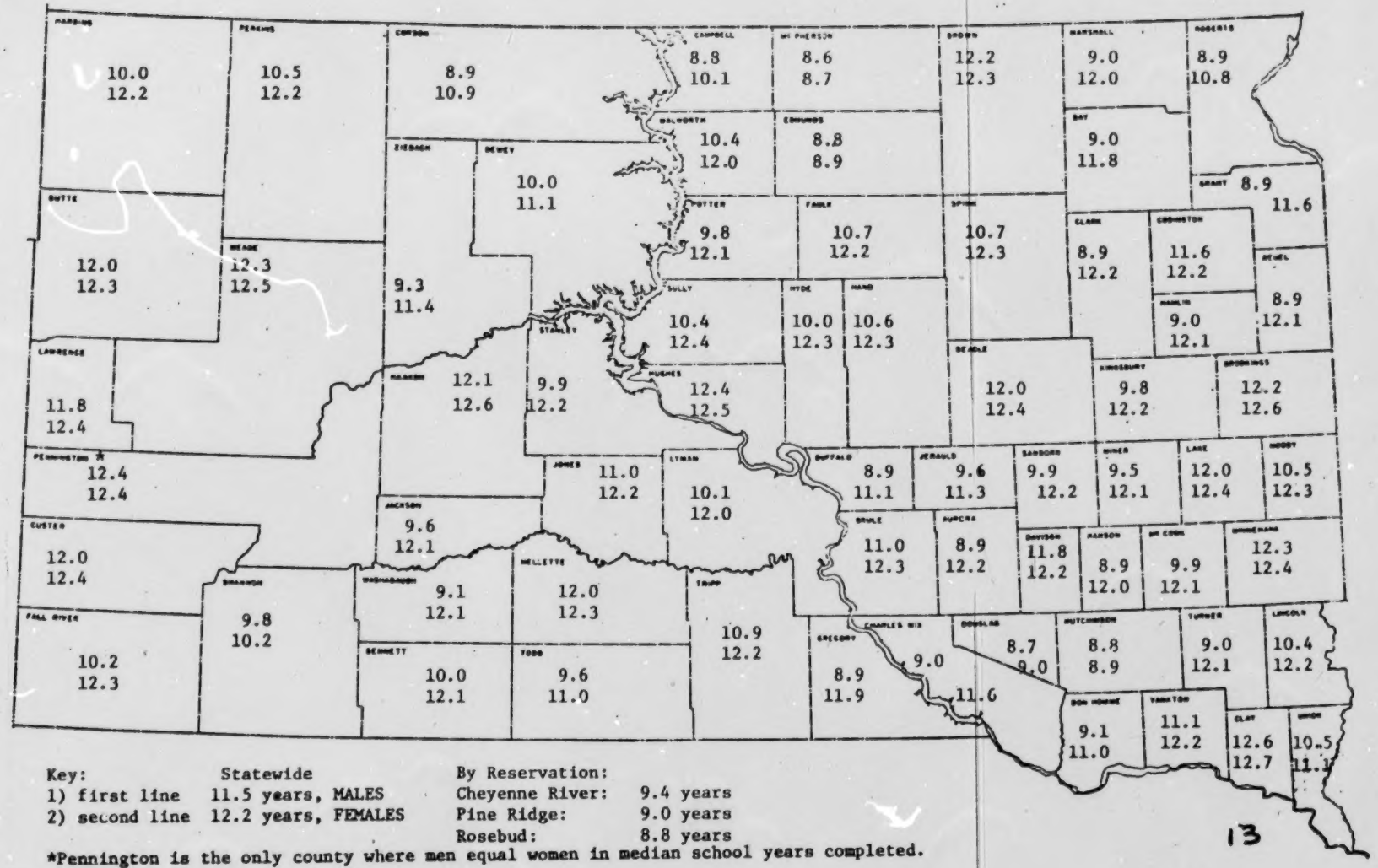
EDUCATION BY RACE FOR PERSONS 25 AND OVER

	% of Whites	% of Indians	% of all Minorities
No School	.6	1.5	1.5
No High School	32.9	45.1	42.7
1-3 Yr. High School	12.3	26.7	25.9
4 Yr. High School	31.6	19.0	20.2
1-3 Yr. College	13.8	5.8	6.3
4 Yr. College	5.5	1.9*	1.7
5 Yr. College or more	3.3	-	1.7

*includes % of Indians with 4 years of college or more

SOURCE: Table 51 and 73, PC (1)-C43, South Dakota
Table 3, PC (2)-1F American Indian

MEDIAN SCHOOL YEARS COMPLETED BY SEX



20

13

Key:
1) first line
2) second line

Statewide
11.5 years, MALES
12.2 years, FEMALES

By Reservation:
Cheyenne River: 9.4 years
Pine Ridge: 9.0 years
Rosebud: 8.8 years

*Pennington is the only county where men equal women in median school years completed.

Source: Table 11, PC (2) -1F American Indian: Table 51, 120 PC (1)-C43 South Dakota

LABOR FORCE

Employment data from 1970 Census show the following rates of participation in the labor force: whites - 56.7%; blacks - 67.8%; and Indians - 42.3%; while the unemployment rates of civilian labor force are: 3.2% of the whites, 10.7% of the blacks, and 20.7% of the Indians. Indians compose 2.7% of the total civilian labor force and 15.3% of the unemployed. One out of every four Indian men and one out of eight Indian women actually seeking work within the month prior to the reporting date were unemployed.

Women compose 34.7% of civilian labor force and 41.4% of the unemployed. A breakdown of county data for women is included below but similar data for Indians and other minorities is not available.

Detailed information for Indians not in the labor force is not available. The figures cited in the Employment Status table under this section include all other minorities. The "under 65 able to work" designation is admittedly a conclusion based on them not being: in school, an inmate in an institution or otherwise disabled or handicapped. Recognizing this, it is still interesting to note that 40.1% of the whites not in the labor force are in this category. In view of this, why have the Indians, alone, the reputation of being "too lazy to work" when their percentage here is only 8.2% higher than that for the majority race?

BIA annual report has been included to show labor force on the reservations. This data, of course, is not directly comparable to the Census figures. It is meant only to be an indication of the drastic unemployment problems existent on some of the reservations.

EMPLOYMENT STATUS BY RACE AND SEX

	TOTAL	% of T	WHITE	%	BLACK	%	INDIAN	%	*SPAN-AM	%
Total Both Sexes (16 Yr. +)	452,090	-	434,079	95.7	1,143	.3	16,284	3.6	1,665	.4
Total Labor Force (L.F.)	254,245		246,249	96.9	775	.3	6,885	2.7	974	.4
L.F. Participation Rate	56.2		56.7		67.8		42.3		58.5	
Civilian L.F.	249,360	55.2	241,778	97.0	431	.2	6,845	2.7	828	.3
Employed	240,097	53.1	233,995	97.5	385	.2	5,425	2.3	765	.3
Unemployed	9,293	.2	7,783	83.8	46	.5	1,420	15.3	63	.7
Unemployment Rate	3.7		3.2		10.7		20.7%		7.6	
Armed Forces	4,885	1.1	4,471	91.5	344	7.0			146	3.0
Not in L.F.**	197,845	43.8	187,830	94.9	368	.2	9,647	4.9	691	.3
Inmate of Institution	10,012	2.2	9,104	90.9	32	.3	876	8.7	45	.4
Enrolled in School	35,786	7.9	34,174	95.5	105	.3	1,507	4.2	173	.5
Disabled/Handicapped under 65	14,789	3.3	13,604	92.0	0	-	1,185	8.0	44	.3
Over 65	57,009	12.6	55,569	97.5	24	..	1,416	2.5	46	.1
Under 65 able to work	80,249	17.8	75,379	93.9	207	.3	4,663	5.8	383	.5
% those not in L.F.	40.6		40.1		56.3		48.3		55.4	
Total Male, (16 Yr. +)	221,077	48.9	212,368	96.1	717	.3	7,704	3.5	881	.4
Total L.F.	165,912	36.7	161,052	97.1	592	.4	4,056	2.4	695	.4
L.F. Participation Rate	75.0		75.8		82.6		52.6		78.9	
Civilian L.F.	161,061	35.6	156,608	97.2	255	.2	4,016	2.5	549	.3
Employed	155,649	34.4	152,276	97.8	239	.2	2,961	1.9	515	.3
Unemployed	5,412	1.2	4,332	80.0	16	.3	1,055	19.5	34	.6
Unemployment Rate	3.4		2.8		6.3		26.3		6.2	
Armed Forces	4,851	1.1	4,444	91.6	337	6.9			146	3.0
Not in L.F.**	55,165	12.2	51,316	93.0	125	.2	3,724	6.8	186	.3
Inmate of Institution	4,957	1.1	4,370	88.2	32	.6	555	11.2	39	.8
Enrolled in School	17,937	4.0	17,013	94.8	67	.4	857	4.8	91	.5
Disabled/Handicapped under 65	5,368	1.2	4,755	88.6	0	..	613	11.4	18	.3
Over 65	22,105	4.9	21,396	96.8	14	.1	695	3.1	21	.1
Under 65 able to work	4,798	1.1	3,782	78.8	12	.3	1,004	20.9	17	.4
% those not in L.F.	8.7		7.4		9.6		27.0		9.1	
Total Female, 16 Yrs+	231,013	51.1	221,711	96.0	426	.2	8,580	3.7	784	.3
Total L.F.	88,333	19.5	85,197	96.4	183	.2	2,829	3.2	279	.3
L.F. Participation Rate	38.2		38.4		43.0		33.0		35.6	
Civilian L.F.	88,299	19.5	85,170	96.5	176	.2	2,829	3.2	279	.3
Employed	84,448	18.7	81,719	96.8	146	.2	2,464	2.9	250	.3
Unemployed	3,851	.9	3,451	89.6	30	.8	365	9.5	29	.8
Unemployment Rates	4.4		4.1		17.0		12.9		10.4	
Armed Forces	34	...	27	79.4	7	20.6	-	-	-	
Not in L.F.**	142,680	31.6	136,514	95.7	243	.2	5,923	4.2	505	.4

Employment Status, cont.

	TOTAL	% of T	WHITE	%	BLACK	%	INDIAN	%	*SPAN-AM	%
Inmate of Institution	5,055	1.1	4,734	93.6	0	---	321	6.4	6	.1
Enrolled in School	17,849	3.9	17,161	96.1	38	.2	650	3.6	82	.5
Under 65 & Disabled/Handi.	9,421	2.1	8,849	93.9	0	---	572	6.1	26	.3
Over 65	34,904	7.7	34,173	97.9	10	---	721	2.1	25	.1
Under 65 able to work	75,451	16.7	71,597	94.9	195	.3	3,659	4.8	366	.5

*Spanish-American -- those, so identifying themselves, have already been included in some other race e.g., Mexican and Puerto Ricans are included in "White", also some Indians and Blacks have Spanish derivations/marriages.

**"Not in Labor Force" does not separate Indians from other non-white and non-black minorities. Only "total" male (3648) and female (5751) Indians "not in labor force" is available: Table 4, PC(2)-1F American Indians.

Source: PC(1)-C43 SD, Table 53, Page 43-157

PERCENT OF WOMEN IN LABOR FORCE BY COUNTY
PERCENT OF UNEMPLOYED THAT IS FEMALE

	Total Persons Over 16	Civilian L.F.	% of Total	% of L.F. that is Female	Employed	Unemployed	% of Total	% of Unemployed that is Female
AURORA	2,804	1,524	54.4	30.6	1,498	26	1.7	42.3
BEADLE	14,545	8,419	57.9	37.2	8,118	301	3.6	44.9
BENNETT	1,906	1,061	55.7	33.7	1,043	18	1.7	55.6
BON HOMME	6,283	3,307	52.6	15.5	3,234	73	2.2	24.7
BROOKINGS	16,520	8,928	54.0	35.1	8,582	346	3.9	46.8
BROWN	25,525	14,861	58.2	39.6	14,268	593	4.0	43.3
BRULE	3,900	2,372	60.8	32.9	2,333	39	1.6	28.2
BUFFALO	901	446	49.5	30.5	395	51	11.4	37.3
BUTTE	5,469	3,252	59.5	34.8	3,157	95	2.9	45.3
CAMPBELL	1,899	970	51.1	25.8	927	43	4.4	...
CHARLES MIX	6,587	3,523	53.5	15.4	3,342	181	5.1	34.3
CLARK	3,973	2,130	53.6	27.6	2,061	69	3.2	73.9
CLAY	9,914	4,882	49.2	37.8	4,754	128	2.6	61.7
CODINGTON	13,047	7,373	56.5	37.2	7,113	260	3.5	29.6
CORSON	2,918	1,543	52.9	28.6	1,393	150	9.7	26.7
CUSTER	3,267	1,801	55.1	33.4	1,762	39	2.2	16.7
DAVISON	12,074	7,277	60.3	41.9	7,062	215	3.0	38.6

	Total Persons Over 16	Civilian L.F.	% of Total	% of L.F. that is Female	Employed	Unemployed	% of Total	% of Unemployed that is Female
DAY	5,986	2,905	48.5	30.6	2,823	82	2.8	37.8
DEUEL	3,910	1,980	50.6	25.1	1,930	50	2.5	60.0
DEWEY	2,955	1,627	55.1	33.2	1,555	72	4.4	12.5
DOUGLAS	3,079	1,678	54.5	29.6	1,647	31	18.5	64.5
EDMUNDS	3,650	1,933	53.0	27.6	1,916	17	.9	.....
FALL RIVER	5,637	2,802	41.3	49.7	2,642	160	5.7	46.9
FAULK	2,558	1,346	52.6	27.2	1,342	4	.3	100.0
GRANT	6,036	3,354	55.6	33.6	3,269	85	2.5	43.5
GREGORY	4,681	2,382	50.9	27.3	2,315	67	2.8	10.4
HAAKON	1,777	1,109	62.4	31.8	1,088	21	1.9	42.9
HAMLIN	3,606	1,874	52.0	26.9	1,811	63	3.4	39.7
HAND	3,896	2,111	54.7	27.5	2,087	24	1.1	25.0
HANSON	2,432	1,196	49.2	22.9	1,179	17	1.4	70.6
HARDING	1,189	657	55.3	22.1	657	0	0.0	.....
HUGHES	7,659	5,263	68.7	44.5	5,139	124	2.4	23.4
HUTCHINSON	7,302	3,697	50.6	31.1	3,638	59	1.6	22.0
HYDE	1,654	880	53.2	27.7	862	18	2.0	72.2
JACKSON	1,076	623	57.9	33.7	618	5	.8	.....
JERAULD	2,295	1,192	51.9	28.5	1,157	35	2.9	34.3
JONES	1,232	699	56.7	27.6	667	32	4.6	12.5

	Total Persons Over 16	Civilian L.F.	% of Total	% of L.F. that is Female	Employed	Unemployed	% of Total	% of Unemployed that is Female
KINGSBURY	5,452	2,752	50.5	29.5	2,649	103	3.7	25.2
LAKE	8,250	4,594	55.7	35.7	4,425	169	3.7	45.0
LAWRENCE	12,175	6,552	53.8	34.7	6,328	224	3.4	41.5
LINCOLN	8,207	4,612	56.2	32.8	4,490	122	2.6	46.7
LYMAN	2,643	1,564	59.2	27.0	1,497	67	4.3	16.4
MCCOOK	4,899	2,475	50.5	25.7	2,422	53	2.1	66.4
MCPHERSON	3,441	1,728	50.2	30.7	1,699	29	1.7	75.9
MARSHALL	4,081	1,987	48.7	27.9	1,917	70	3.5	27.1
MEADE	10,858	4,069	37.5	33.8	3,899	170	4.2	38.8
MELLETTE	1,502	807	53.7	26.1	764	43	5.3	11.6
MINER	3,172	1,648	52.0	29.1	1,593	55	3.3	49.1
MINNEHAHA	63,846	38,550	60.4	39.6	36,925	1,625	4.2	48.0
MOODY	5,257	2,741	52.1	31.4	2,712	29	1.1	79.3
PENNINGTON	39,235	21,815	55.6	40.0	20,548	1,267	5.8	47.3
PERKINS	3,237	2,074	64.1	35.8	2,033	41	2.0	48.8
POTTER	2,877	1,620	56.3	31.0	1,595	25	1.5	44.0
ROBERTS	7,729	4,005	51.8	31.0	3,845	160	4.0	16.9
SANBORN	2,518	1,313	52.1	27.1	1,292	21	1.5	66.7
SHANNON	4,397	2,229	50.7	41.1	1,939	290	13.0	13.1
SPINK	7,438	3,582	48.2	32.1	3,487	95	2.7	49.5
STANLEY	1,637	1,012	61.8	36.2	979	33	3.3	.....
SULLY	1,473	824	55.9	23.7	780	44	5.3	70.5

	Total Persons Over 16	Civilian L.F.	% of Total	% of L.F. that is Female	Employed	Unemployed	% of Total	% of Unemployed that is Female
TODD	3,617	1,836	50.8	40.2	1,588	248	13.5	32.3
TRIPP	5,445	3,059	56.2	29.1	3,013	46	1.5	34.8
TURNER	7,079	3,449	48.7	29.0	3,379	70	2.0	52.9
UNION	6,706	3,701	55.2	31.9	3,569	132	3.6	70.5
WALWORTH	5,248	2,891	55.1	36.6	2,769	122	4.2	37.7
WASHABAUGH	714	330	46.2	20.3	314	83	11.6	.....
YANKTON	13,310	7,679	57.7	41.6	7,469	210	2.7	52.4
ZIEBACH	1,505	885	58.8	33.3	794	91	10.3	49.5

SOURCE: Table 121, PC(1)-C43, South Dakota

LABOR FORCE PARTICIPATION RATE FOR MARRIED COUPLES WITH CHILDREN

	Total	Head Only In Labor Force	%	Both In Labor Force	% Families With Both Working
Husband-Wife Families	144,622	61,625	42.6	39,470	27.3
Head under 35	35,960	20,122	56.0	13,415	37.3
with children under 18	28,217	17,839	63.2	8,772	31.1
with children under 6	24,212	15,855	65.5	7,140	29.5
Head 35-44	29,076	13,961	48.0	8,281	28.5
with children under 18	27,169	13,327	49.1	7,361	27.1
with children under 6	11,741	7,186	61.2	2,452	20.9
Head 45-64	55,411	21,782	39.3	15,684	28.3
with children under 18	26,703	9,580	35.9	5,965	22.3
Head 65 or over	24,175	5,760	23.8	2,090	8.6
with children under 18	847	216	25.5	141	16.6
With children under 18	82,936	40,746	49.1	22,239	26.8
With children under 6	35,953	23,041	64.1	9,592	26.7
Without children under 18	61,686	20,879	33.8	17,231	27.9
Families with Female Heads	12,214	3,534	28.9		
with children under 18	6,572	2,699	41.1		
with children under 6	2,485	1,045	42.1		

SOURCE: Table 158, PC(1)-D43 South Dakota

1969 WORK FORCE BY RACE AND SEX

	ALL RACES			WHITES			INDIANS		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
1969 Work Force	297,264	186,809	110,455	287,294	180,839	106,455	8,684	5,092	3,592
% of Work Force	100.0%	62.8	37.2	96.6	60.8	35.8	2.9	1.7	1.2
50-52 Weeks	178,671	130,894	47,777	174,496	128,341	46,155	3,536	2,045	1,491
% Work Force	60.1	44.0	16.1	58.7	43.2	15.5	1.2	.7	.5
27-49 Weeks	53,095	26,284	26,811	50,950	24,964	25,986	1,803	1,133	670
% Work Force	17.9	8.8	9.0	17.1	8.4	8.7	.6	.4	.2
26 Weeks/less	65,498	29,631	35,867	61,848	27,534	34,314	3,345	1,914	1,431
% Work Force	22.0	10.0	12.1	20.8	9.3	11.5	1.1	.6	.5

Work Force is distinguished from Labor Force because it does not include the unemployed.

SOURCE: Table 56, PC (1) - C43 South Dakota
Table 7, PC (2) - 1F American Indians

LABOR FORCE STATISTICS ON

RESERVATIONS WITH INDIAN POPULATION OF 2300 OR MORE

	CHEYENNE RIVER	PINE RIDGE	ROSEBUD
Labor Force	835	1,951	1,179
Participation Rate, Male	64.5%	56.3%	50.2%
Participation Rate, Female	32.9%	35.9%	32.3%
Unemployment Rate, Male	19.1%	23.6%	32.2%
Unemployment Rate, Female	17.2%	5.4%	16.4%

Table 13 PC(2)-1F American Indians

BIA LABOR FORCE STATISTICS

*Marks where 1972 data was used instead of 197

	INDIANS ON/NEAR RES.			LABOR FORCE						NOT IN LABOR FORCE	
	#	%	% in L.F.	#	%	#	%	#	%	16-64	% not in L.F.
Cheyenne River											
Total	4335	100.0	27.5%	1194	100.0%	883	74.0%	311	26.0%	648	35.2%
Male	2115	48.8	17.8	770	64.5	529	44.3	241	20.2		
Female	2220	51.2	9.7	424	35.5	354	29.7	70	6.0		
Crow Creek											
Total	1242	100.0	31.9	396	100.0	121	30.6	275	69.4	196	33.1
Male	529	42.6	18.6	231	58.3	68	17.2	163	41.1		
Female	713	57.4	13.3	165	41.7	53	13.4	112	28.3		
Flandreau											
Total	283	100.0	32.9	93	100.0	85	91.4	8	8.6	46	33.1
Male	131	46.3	19.8	56	60.2	50	53.8	6	6.4		
Female	152	53.7	13.1	37	39.8	35	37.6	2	2.2		
Lower Brule											
Total	702	100.0	21.1	148	100.0	118	79.7	30	20.3	189	56.1
Male	335	47.7	13.7	96	64.9	80	54.1	16	10.8		
Female	367	52.3	7.4	52	35.1	38	25.6	14	9.5		
Pine Ridge*											
Total	11353	100.0	24.5	2787	100.0	1630	58.5	1157	41.5	2436	46.6
Male	5702	50.2	16.1	1831	65.7	972	34.9	859	30.8		
Female	5651	49.8	8.4	956	34.3	658	23.6	298	10.7		
Rosebud											
Total	7538	100.0	23.7	1788	100.0	1384	77.4	404	22.6	1607	47.3
Male	3737	49.6	15.1	1136	63.5	843	47.1	293	16.4		
Female	3801	50.4	8.6	652	36.5	541	30.3	111	6.2		
Sisseton*											
Total	2434	100.0	19.5	475	100.0	274	57.7	201	42.3	575	54.8
Male	1168	48.0	11.9	291	61.3	144	30.3	147	30.9		
Female	1266	52.0	7.6	184	38.7	130	27.4	54	11.4		
Standing Rock:	Data not separated from North Dakota figures										
Total	2142	100.0	26.0	557	100.0	359	64.4	198	35.6	494	47.0
Yankton											
Total	1425	100.0	36.7	523	100.0	81	15.5	442	84.5	4	.8
Male	720	50.5	23.2	330	63.1	42	8.0	288	55.1		
Female	705	49.5	13.5	193	36.9	39	7.5	154	29.4		

AGE DISTRIBUTION

The Census does not break down ages by county, only for Standard Metropolitan Statistical Areas (SMSA). Sioux Falls is the only such area in South Dakota. To arrive at available minority population for labor force recruitment, it is necessary to either extrapolate from the Planning and Development Regional figures, to utilize BIA data for Indians on/near reservations or Census subject report figures for Indians living on identified reservations as of April 1, 1970.

The fact that the BIA data collection process varies substantially from that of the Census Bureau would account for some of the difference in the figures, also the BIA figures are more recent.

AGE BY RACE AND SEX, STATEWIDE

	ALL RACES*		WHITES*				INDIANS				BLACKS			
	TOTAL	%T	MALES	%M	FEMALES	%F	MALES	%M	FEMALES	%F	M	%M	F	%F
ALL AGES	665,507	100.0	312,588	47.0	317,745	47.7	14,925	2.2	15,736	2.4	1041	.2	767	
under 5	54,258	8.2	24,972	3.8	24,030	3.6	2,421	.4	2,321	.3	112	..	114	..
5-9	68,635	10.3	32,174	4.8	31,017	4.7	2,364	.4	2,320	.3	49	..	94	..
10-14	74,505	11.2	35,536	5.3	34,109	5.1	2,117	.3	2,301	.3	119	..	126	..
15-19	69,989	10.5	33,175	5.0	32,593	4.9	1,938	.3	1,943	.3	163	..	82	..
20-24	48,646	7.3	23,055	3.5	22,909	3.4	938	.1	1,031	.2	220	..	83	..
25-64	268,990	40.4	128,066	19.2	130,019	19.5	4,296	.6	4,946	.7	337	.1	239	..
65 +	80,484	12.1	35,610	5.4	43,068	6.5	851	.1	874	.1	41	..	29	..
Median age	27.4		27.2		29.3		16.4		17.4		21.8		18.0	

	T	M	F	Median Age
Japanese	230	95	135	33.6
Chinese	280	192	88	19.8
Filipino	114	55	59	...
Korean	105	39	66	...
Other	210	109	101	24.7

Source: *100% count, Table 21, PC(1)-B43 South Dakota
All other data from Table 139, PC(1)-D43, South Dakota, 20% Sample.

SIOUX FALLS SMSA, AGES BY RACE AND SEX

	ALL RACES						WHITES				BLACKS				INDIANS & OTHERS			
	Total	%T	MALES	%T	FEMALES	%T	MALES	%T	FEMALES	%T	M	%T	F	%T	M	%T	F	%T
All Ages	95,209		45,549	47.8	49,660	52.2	45,060	47.3	49,260	51.7	95	.1	83	.1	394	.4	317	.3
Under 16	31,249	32.8	15,779	16.6	15,470	16.2	15,606	16.4	15,303	16.1	21	..	23	..	152	.2	144	.2
16-64	54,404	57.1	25,823	27.1	28,581	30.0	25,524	26.8	28,365	29.8	64	.1	53	.1	235	.2	163	.2
65 +	9,556	10.0	3,947	4.1	5,609	5.9	3,930	4.1	5,592	5.9	10	..	7	..	7	..	10	..

Table 24, PC(1)-B43 South Dakota

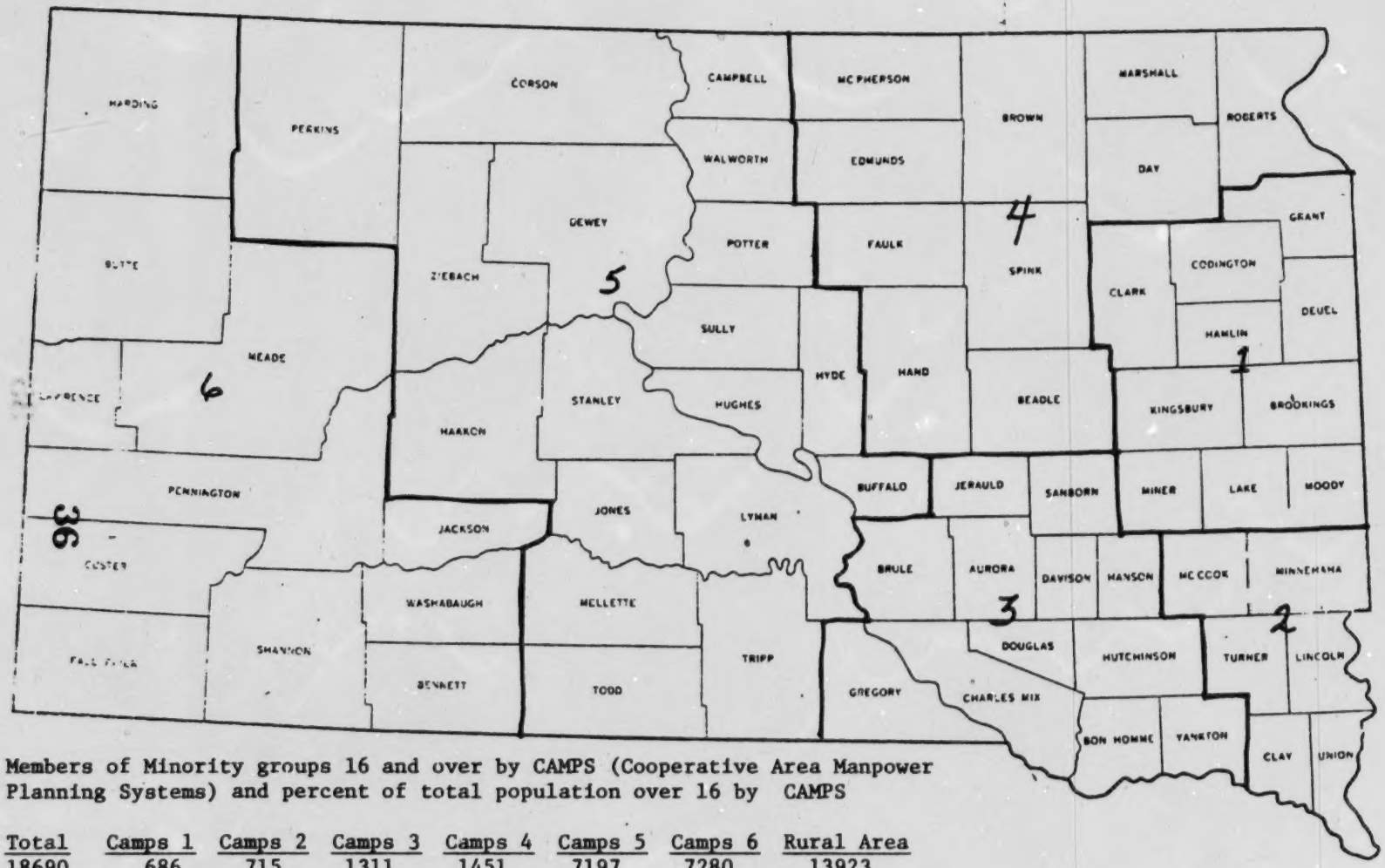
INDIAN POPULATION LIVING ON IDENTIFIED RESERVATIONS

BY AGE AND SEX: 1970

	TOTAL INDIAN POP.	SEX		AGE		
		Male	Female	Under 16	16-64	65 +
On Identified Reservation	22,894	11,298	11,596	11,116	10,394	1,384
Cheyenne River	3,440	1,710	1,730	1,720	1,534	186
Crow Creek	973	456	517	481	446	46
Lower Brule	552	273	279	266	255	31
Pine Ridge	8,280	4,111	4,169	4,011	3,745	524
Rosebud	5,656	2,840	2,816	2,786	2,563	307
Sisseton	1,768	798	970	979	703	86
Standing Rock (in S. D.)	1,427	727	700	610	706	111
Yankton	798	383	415	263	442	93
Percent of Total	100.0	49.3	50.7	48.6	45.4	6.0

SOURCE: Table 17, PC(2)-1F American Indian

MINORITY POPULATION OVER 16 YEARS BY PLANNING AND DEVELOPMENT REGIONS



Members of Minority groups 16 and over by CAMPS (Cooperative Area Manpower Planning Systems) and percent of total population over 16 by CAMPS

Total	Camps 1	Camps 2	Camps 3	Camps 4	Camps 5	Camps 6	Rural Area
18690	686	715	1311	1451	7197	7280	13923
4.1%	1.0%	.7%	1.9%	1.8%	14.3%	8.4%	7.4%

March 15, 1973, Manpower Data Summary

COMPOSITION OF INDIANS ON/NEAR THE RESERVATIONS BY SEX

	TOTAL	ON RESERVATION	NEAR RESERVATION	M	F
	31,182	27,591	3,591	15,346	15,836
% of TOTAL		88.5%	11.5%	49.2%	50.8%

COMPOSITION OF INDIANS ON/NEAR THE RESERVATIONS BY AGE

	TOTAL	% OF RES. POPULATION	% ON EACH RESERVATION		
			15 AND UNDER	16-64	65
Cheyenne River	4,308	13.8	52.3	42.8	4.9
Crow Creek	1,230	3.9	47.7	48.1	4.1
Flandreau	267	.9	39.7	52.1	8.2
Lower Brule	701	2.2	50.1	48.1	1.9
Pine Ridge	11,353	36.4	49.2	46.0	4.8
Rosebud	7,488	24.0	49.8	45.3	4.8
Sisseton	2,434	7.8	50.9	43.1	5.9
Standing Rock	2,064	6.6	48.6	46.9	4.4
Yankton	1,338	4.3	59.9	39.4	.7
TOTAL	31,183		15,661	14,074	1,448
% OF TOTAL			50.2%	45.1%	4.6%

* Actual count of 31,182; rounding error in computing Standing Rock South Dakota Population

SOURCE: 1972 BIA Labor Force Report

CRIME REPORTS, 1972

Sketchy as the data on the following table is, it is all that is available to show who was arrested by race and sex in 1972.

The table does illustrate, however, how a purportedly neutral pre-employment policy of requesting arrest records of all applicants can be discriminatory. Despite the fact that Indians are only 4.9% of the population, they compose 30.9% of all arrested. A California Court considered this type of disparate effect in Gregory v. Litton Systems, Inc., 316 F. Supp. 401 (C.D. Cal. 1970). What usually follows an honest reporting of a previous arrest record on job applications, the court noted, is no job. In Gregory, the court held that refusing employment to one arrested fourteen times but never convicted, discriminated against blacks. Statistical evidence indicated that blacks composed 28% of all reported arrests when they were only 11.2% of the population.

The remedies awarded here were punitive monetary damages against the employer plus enjoining the practice of utilizing a record of arrests as a factor in hiring.

Federal courts have cast doubt upon the validity of using felony convictions as grounds for not hiring. The 8th Circuit (which includes South Dakota) has ruled that no person could be rejected as an applicant because of a felony conviction more than five years past nor because of a misdemeanor conviction more than two years past. Carter v. Gallagher, 452 F. 2d 315 (8th Cir.) Cert. denied, 406 U.S. 950 (1972).

In addition to the discriminatory effect against Indians, arrest records have a serious disparate effect on men of all races. Women compose 50.4% of the population but only 8.8% of the reported arrests. The only reason this number is as high as it is, is because Indian women, 2.5 % of the population, represent 4.7% of the women fingerprinted. Indians and white males would have strong statistical grounds for challenging this employment practice.

CRIME REPORTS, 1972

FELONY ARRESTS	ALL RACES			WHITE			INDIANS			BLACKS			JUVENILE		
	Total	M	F	T	M	F	T	M	F	T	M	E	T	M	F
Burglary	288	281	7	170	165	5	91	90	1	3	3	-	24	23	1
% of Total	100.0	97.6	2.4	59.0	57.3	1.7	31.6	31.3	.3	1.0	1.0	-	8.3	8.0	.3
Forgery	78	70	8	39	35	4	38	34	4	1	1	-	-	-	-
% of Total	100.0	89.7	10.3	50.0	44.9	5.1	48.7	43.6	5.1	1.3	1.3	-	-	-	-
Grand Larceny	146	140	6	99	97	2	24	22	2	3	3	-	20	18	2
% of Total	100.0	95.9	4.1	67.8	66.4	1.4	16.4	15.1	1.4	2.1	2.1	-	13.7	12.3	1.4
Narcotics Violation	212	193	19	191	173	18	8	7	1	7	7	-	6	6	-
% of Total	100.0	91.0	9.0	90.1	81.6	8.5	3.8	3.3	.5	3.3	3.3	-	2.8	2.8	-
Felony Arrests	724	684	40	499	470	29	161	153	8	14	14	0	50	47	3
% of Total	100.0	94.5	5.5	68.9	64.9	4.0	22.2	12.1	1.1	1.9	1.9	-	6.9	6.5	.4
MISDEMEANOR VIOLATIONS															
Public Intoxication	2541	2290	251	1259	1212	47	1267	1063	204	8	8	0	7	7	0
% of Total		90.1	9.9	49.5	47.7	1.8	49.9	41.8	8.0	.3	.3	-	.3	.3	-
Driving While Intoxicated	1458	1371	87	1234	1181	53	218	185	33	3	2	1	3	3	0
% of Total		94.0	6.0	84.6	81.0	3.6	15.0	12.7	2.3	.2	.1	.1	.2	.2	0
Narcotics Violations	71	67	4	65	62	3	2	2	0	4	3	1	-	-	-
% of Total		94.4	5.6	91.5	87.3	4.2	2.8	2.8	-	5.6	4.2	1.4	-	-	-
Other Misdemeanors	1002	912	90	718	671	47	247	207	40	13	12	1	24	22	2
% of Total		91.0	9.0	71.7	67.0	4.7	24.7	20.7	4.0	1.3	1.2	.1	2.4	2.2	.2
Total Misdemeanors	5072	4640	432	3276	3126	150	1734	1457	277	28	25	3	34	32	2
% of Total		91.5	8.5	64.6	61.6	3.0	34.2	28.7	5.5	.6	.5	.1	.7	.6	..
													Source - Criminal Investigation		
Fingerprint Reports, 1972	7553	6887	666	5025	4725	300	2335	1980	355	74	71	3	119	111	8
	100%	91.2	8.8	66.5	62.5	4.0	30.9	26.2	4.7	1.0	.9	...	1.6	1.5	.1

OCCUPATIONS

Those Indians who find jobs seem to be distributed fairly well throughout the job categories, however, sex stereotyping of jobs runs high in South Dakota. At first glance, the representation of women in the professional category is a surprising 49.2% when they are only 35% of the labor force. It is less encouraging to note that the bulk of the women in this category are employed as teachers, nurses, and health technicians, all traditional female roles. Some of this rigidity is in part due to the Census decision not to itemize any other professional careers for women.

The composition of the other job categories reflect similar ideas of what is male or female work.

OCCUPATION OF EMPLOYED PERSONS BY SEX

PERCENT BREAKDOWN IN EACH CATEGORY

	Total	Percent Male	Percent Female
Employed Persons 16 yrs +	240,097	64.8%	35.2%
Professional technical/kindred wrkrs	30,580	50.8	49.2
Engineers	1,087	100.0	-
Lawyers and Judges	644	100.0	-
Life and Physical Scientists	290	100.0	-
Physicians, dentists, related practitioners	1,557	100.0	-
Health workers, except practitioners	320	100.0	-
Health workers, nurses	1,050	-	100.0
Social and Recreation Wrkrs	319	100.0	-
Teachers	11,739	38.0	62.0
Technicians except Health	1,867	87.8	12.2
Writers, artists and entertainers	1,047	100.0	-
Registered Nurses	2,485	-	100.0
Other	8,175	51.2	48.8
Manager and Administrators except farm	21,964	82.4	17.6
Salaried	15,721	82.5	17.5
Self Employed	6,243	82.1	17.9
Sales Workers	15,275	59.2	40.8
Retail	9,674	41.8	58.2
Other	5,601	89.3	10.7
Clerical & Kindred	30,884	22.3	77.7
bookkeepers, cashiers, billing clerk	7,394	12.1	87.9
mail handlers, postal clerks	1,498	100.0	-
office machine operators	523	-	100.0
secretary, steno & typists	7,571	-	100.0
Other	13,898	32.4	67.6
Craftsmen & Kindred workers	23,055	95.0	5.0
Operatives except transport	14,965	71.3	28.7
Laundry & dry cleaning operatives, including iraners	1,042	20.4	79.6
Sewers & Stitchers	274	-	100.0
Assemblers	272	100.0	-
Garage Workers, gas station attndts.	2,047	100.0	-
Precision machine operatives	201	100.0	-
Other	11,129	71.4	28.6
Durable goods Manufacturing	2,576	53.6	46.4
Non Durable goods including not specified manufacturing	3,344	78.3	21.7
Non-manufacturing industries	5,209	75.7	24.3

	Total	Percent Male	Percent Female
Transport equipment operatives	7,820	96.4	3.6
Laborers except farming	7,823	92.2	7.8
Farmers & Farm manager	40,916	96.5	3.5
Farm Laborers & Farm foremen	10,504	86.0	14.0
Service workers except private households	32,160	31.6	68.4
Cleaning service workers	6,433	61.2	38.8
Food service workers	12,539	19.7	80.3
Health service workers	5,808	11.5	88.5
Personal service workers	3,811	28.8	71.2
Protective Service Workers	1,514	97.2	2.8
Private household workers	4,151	1.2	98.8

Source: Table 179 PC (1) - D43 South Dakota

OCCUPATIONS OF EMPLOYED PERSONS

BY JOB CATEGORY

	ALL RACES			INDIANS		
	Total	% of Male	% of Female	Total	% of Total	% of Indians
Total Male and Female Employed	240,097	100.0	100.0	5,425	2.3%	100.0%
Professional	30,580	10.0	17.8	639	2.1%	11.8 %
Mngrs except farm	21,964	11.6	4.6	256	1.2%	4.7%
Saleswork	15,275	5.8	7.4	39	.3%	.7%
Clerical	30,884	4.4	28.4	795	2.6%	14.7%
Craftsmen	23,055	14.1	1.4	435	1.9%	8.0%
Operatives except transport	14,965	6.9	5.1	636*	2.8%	11.7%
Laborers except farm	7,823	4.6	.7	322	4.1%	5.9%
Farmers & farm mngr.	40,916	25.4	1.7	296	.7%	5.5%
Farm Laborers	10,504	5.8	1.7	530	5.0%	9.8%
Service workers	32,160	6.5	26.0	1,238	3.8%	22.8%
Private Household	4,151	. . .	4.9	239	5.8%	4.4%
Transport & Equipment operators	7,820	4.8	.3	-	-	-

* Includes transport operatives

*Table 7, PC (2) - 1F American Indians

**Table 179, PC(1) - D 43 South Dakota

OCCUPATIONS OF EMPLOYED WHITE/MINORITIES

BY JOB CATEGORY

OCCUPATION	MALES		FEMALES	
	WHITES	MINORITIES	WHITES	MINORITIES
Professional, technical & kindred workers	9.9%	12.9%	17.9%	13.4%
Managers & administrators, except farm	11.7	6.1	4.6	3.3
Sales workers	5.9	.5	7.6	1.3
Clerical & kindred workers	4.4	4.7	28.5	25.5
Craftsman & kindred workers	14.1	14.5	1.4	.5
Operatives, including transport	11.6	15.1	5.4	7.2
Laborers except farm	4.5	9.8	.7	.4
Farm workers	31.4	24.5	3.5	2.1
Service workers including private household	6.5	11.9	30.4	46.3
	100.0%	100.0%	100.0%	100.0%

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SOURCE: Chart pg. 43-139 PC (1) - C43 South Dakota

EARNINGS GAP

A full time year round working woman's median earnings are only 53.5% of a similarly employed male's. The disparity is smallest in government employment; there a woman is paid almost two-thirds of what a man is -- the gap is widest in the area of personal services, 38.2%. Since pay is generally considered a reward for merit and value, such disparity in earnings can be assumed to do little for the working woman's concept of her own worth.

Four out of every ten full time year round working women earn under $3,000 annually, while only two out of every ten men have this low an earning record. While 16.2% of males earned between $3,000 and $4,999, 36.3% of women working full time year round were compensated at this rate.

The imbalance of pay schedules increases as one goes up the earnings column. One-fifth of the men who worked full time year round, earned $10,000 or above, only 2.2% of the working women demonstrated such earning power.

The research did not disclose comparable data for full time employed by educational background. However, it does show generally that a woman must have four years of high school to compete economically with a man with less than five years of grade school. The narrowest this earning gap ever gets is at the post-graduate level, (59.7%).

Comparable earnings data for minorities in the various industries is not available.

MEDIAN EARNINGS OF FULL TIME WORKERS BY INDUSTRY AND SEX

	WOMEN*	MEN**	WOMEN'S MEDIAN EARNINGS AS % OF MEN'S
Experienced civilian labor force	$3,489	$6,527	53.5%
Agriculture, forestry & fisheries	2,094	4,666	44.9
Mining	. . .	7,508	. . .
Construction	4,381	6,721	65.2
Manufacturing	3,931	7,863	50.0
Transportation communications & other public utilities	4,606	7,700	59.8
Wholesale & retail trade	2,955	6,686	44.2
Finance, insurance & real estate	4,075	9,756	41.8
Business & repair services	3,581	5,973	60.0
Personal services	2,038	5,342	38.2
Entertainment & recreation services	2,308	3,984	57.9
Professional & related services	3,683	7,390	49.8
-health services	3,613	7,797	46.3
-educational services, government	4,671	7,816	59.8
-educational services, private	3,131	6,601	47.4
-welfare, religious, & non-profit membership organizations	3,142	5,866	53.6
-other professional & related services	3,660	9,463	38.7
Public administration	4,889	8,000	61.1
-postal service	3,879	8,554	45.3
-federal public administration	6,100	9,570	63.7
-state & local public administration	4,517	6,772	66.7

SOURCE: *Table 189, PC (1) - D43 South Dakota
**Table 188, PC (1) - D43 South Dakota

FULL TIME YEAR ROUND WORKERS: EARNING RECORDS BY SEX

	% of Women Earning	% of Men Earning
$10,000 & over	2.2%	20.5%
7,000-9,999	6.3	23.2
5,000-6,999	14.2	20.9
3,000-4,999	36.3	16.2
Under 3,000	41.0	19.2
TOTAL WITH EARNINGS	45,285	130,911

MEDIAN EARNINGS BY SEX AND WEEKS WORKED

	MEDIAN EARNINGS		WOMEN'S MEDIAN EARNINGS AS % OF MEN'S
	M	F	
50-52 weeks	$6,371	$3,412	53.6%
40-49 weeks	4,574	2,421	52.9
27-39 weeks	2,493	1,911	76.7
14-26 weeks	1,268	899	70.9
13 weeks/less	716	571	79.7
worked in 1969	5,049	1,816	36.0

SOURCE: Table 195, PC(1) - D43 South Dakota

MEDIAN INCOME OF PERSONS 18 YEARS AND OVER BY YEARS OF SCHOOL COMPLETED

Elementary School	Male	Female	Women's Median Income as % of mens'
Less than 5 years	$ 1,816	$ 949	52.3%
5-7 years	2,539	1,069	42.1
8 years	4,247	1,350	31.8
High School			
1-3 years	4,612	1,439	31.2
4 years	6,024	2,040	33.9
College			
1-3 years	4,724	1,934	40.9
4 years	8,210	4,680	57.0
5 years or more	10,509	6,270	59.7
Over-All	5,080	1,749	34.4

Data comparing earnings by educational level for weeks worked is unavailable.

Source: Table 197, PC(1)-D43- South Dakota

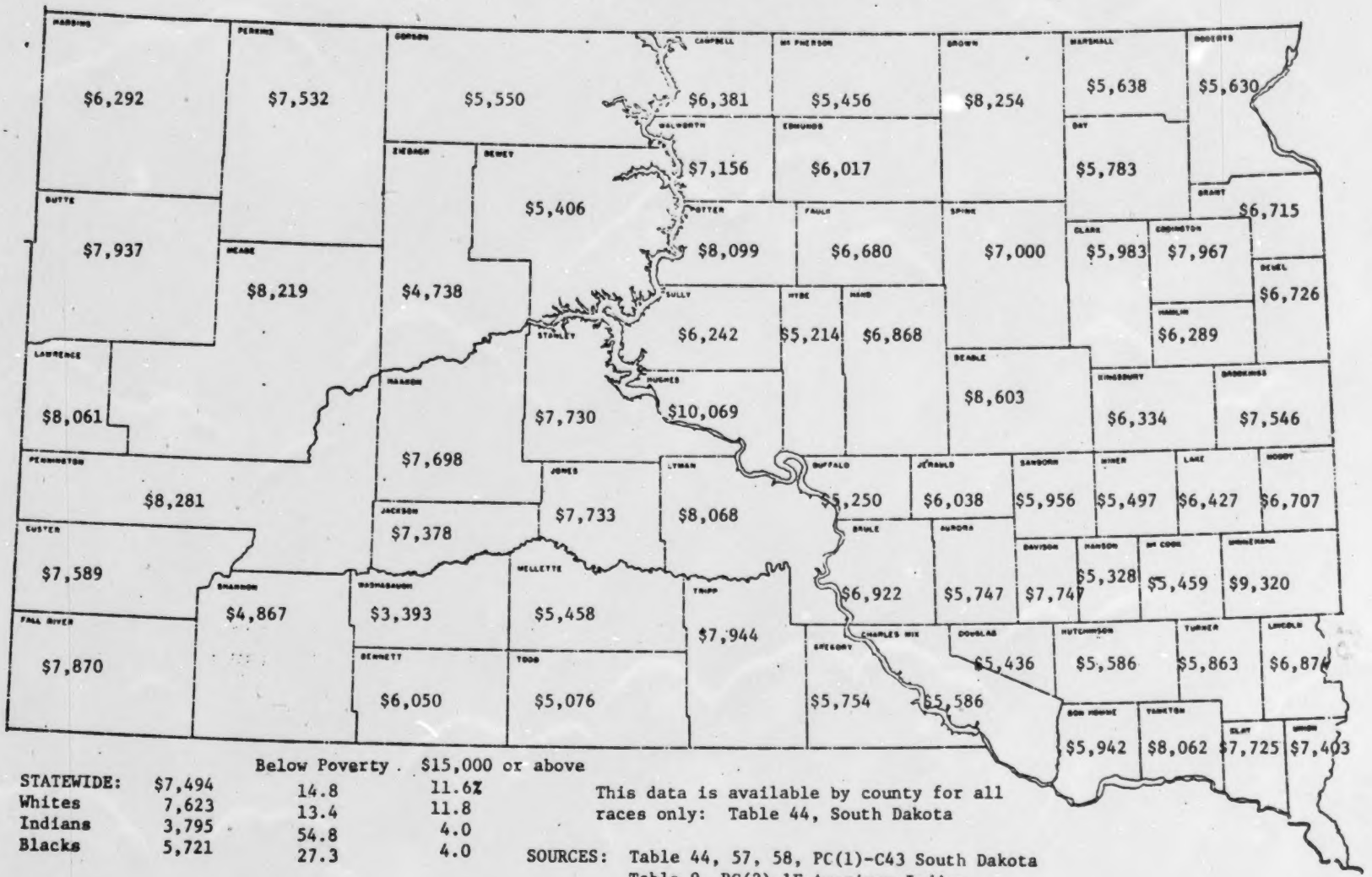
FAMILY INCOME

Median family income data shows that statewide, 14.8% of the population's annual income is below poverty level and 11.6% have incomes of $15,000 or above; the median family income for all races is $7,494. By race, the figures are: 13.4% of white families have incomes below poverty, 11.8% above $15,000 with a median income of $7,623; Indian families: 54.8% have income below poverty, 4.0% with incomes above $15,000 and a median income of $3,795; and for Black families: 27.3% below poverty while 4.0% are above $15,000 with a median income of $5,721.

Poverty data shows that 13.2% of those families headed by males are impoverished, while one out of every three families with female heads live in poverty. Poor families percentages, by race and sex of head, are: whites - 12.3% with male heads and 29.4% with female heads; 50.7% of those with Indian male heads with 64.4% of those with Indian women as head of the family. Data on black families is sketchy, however it does show that 27.3% of all black families in South Dakota have an income of less than poverty level.

The research materials used to develop these charts show the median school years completed for the heads of poor families at 9.0. Male heads of poor families have 8.9 years of education while female heads of poor families have completed 10.8 years of formal education. This calculation is not available for Indian poor families and the sample was too small to determine a median grade completed for Black families.

MEDIAN FAMILY INCOME BY RACE



		Below Poverty	$15,000 or above
STATEWIDE:	$7,494	14.8	11.6%
Whites	7,623	13.4	11.8
Indians	3,795	54.8	4.0
Blacks	5,721	27.3	4.0

This data is available by county for all races only: Table 44, South Dakota

SOURCES: Table 44, 57, 58, PC(1)-C43 South Dakota
Table 9, PC(2)-1F American Indian

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POVERTY STATUS IN 1969 OF FAMILIES

BY SEX AND RACE OF HEAD

	ALL FAMILIES	FAMILIES WITH MALE HEAD	FAMILIES WITH FEMALE HEAD
All income levels	161,941	149,727	12,214
Below poverty level	23,943	19,804	4,139
% below poverty level	14.8%	13.2%	33.9%
Med. Sch. yr. completed	9.0	8.9	10.8
WHITES			
All income levels	156,304	145,682	10,622
Below poverty level	21,016	17,895	3,121
% below poverty level	13.4%	12.3%	29.4%
Med. Sch. yr. completed	9.0	8.9	11.7
BLACKS			
All income levels	322	287	35
Below poverty level	88	69	19
% below poverty level	27.3%	24.0%	...
Med. Sch. yr. completed	...	...	...
INDIANS			
All income levels	5,178	3,626	1,552
Below poverty level	2,839	1,840	999
% below poverty level	54.8%	50.7%	64.4
Med Sch. yr. completed	NA*	NA	NA

*NA - Not Available

SOURCE: Table 211, PC (1)-D43 South Dakota
Table 9, PC(2)-1F American Indians

PERSONAL INCOME

Median personal income data illustrates that 70.3% of white and 73.5% of Indian women have incomes under $3,000 when 35.8% of white and 69.1% of Indian men have this low an income. On the other end of the spectrum, 1.3% of white and 1.1% of Indian'women's personal incomes are above $10,000 while 15.6% of white and 3.0% of Indian men had income of $10,000 or above in 1969. Median incomes by race and sex are: Whites; men-$4,780, women-$1,616 and Indians; men-$1,743, women-$1,461.

Median personal incomes on the largest reservations are available by sex. Those figures are: Cheyenne River: men-$1,792, women-$1,012; Pine Ridge: men-$1,587, women-$1,456; and Rosebud: men-$1,755, women-$1,286.

The per capita income map lists the county per capita incomes as a percentage of the national average. The per capita income figure for Indians in South Dakota of $976 and per capita statewide of $2,417 was taken from the 1970 census. For this reason the figures are not directly comparable with the Department of Commerce reports.

MEDIAN PERSONAL INCOME BY SEX AND RACE FOR 1969

	WOMEN				MEN			
	*Whites	%	**Indian	%	*Whites	%	**Indian	%
with income	146,004	100.0	5,752	100.0	206,649	100.0	6,369	100.0
$10,000 +	1,874	1.3	65	1.1	32,174	15.6	193	3.0
7,000-9,999	5,402	3.7	148	2.6	35,038	17.0	328	5.1
5,000-6,999	10,742	7.4	340	5.9	32,695	15.8	495	7.8
3,000-4,999	25,305	17.3	969	16.8	32,750	15.8	951	14.9
under $3,000	102,681	70.3	4,230	73.5	73,992	35.8	4,402	69.1
Median income	$1,616		$1,461		$4,780		$1,743	

SOURCE: *Table 192, PC(1)-D43 South Dakota, those 14 yrs and older.
**Table 4, PC(2)-1-F American Indians, data includes those 16 yrs and older.

MEDIAN PERSONAL INCOME BY SEX FOR INDIANS ON LARGEST RESERVATIONS

	Cheyenne River		Pine Ridge		Rosebud	
	Men	Women	Men	Women	Men	Women
with income	776	484	1,745	1,463	1,156	1,020
$10,000 +	25	0	55	24	33	6
7,000-9,999	21	15	114	44	27	9
5,000-6,999	43	28	146	67	73	72
3,000-4,999	170	100	163	313	193	122
under 3,000	516	341	1,267	1,015	830	811
Median income	$1,792	$1,012	$1,587	$1,456	$1,755	$1,286

SOURCE: Table 13, PC (2)-1F American Indian